

2008 MANAGEMENT (NON-UNION) SALARY ORDINANCE

AN ORDINANCE CREATING CERTAIN OFFICES, POSITIONS AND EMPLOYMENTS IN THE TOWNSHIP OF MONTCLAIR, IN THE COUNTY OF ESSEX, AND FIXING THE SALARY RANGES THEREOF

February 11, 2008

Section 1. The following enumerated offices, positions and employments in the Township of Montclair, in the County of Essex, hereby are created, except as statute otherwise provides, and the respective salary ranges hereby are fixed as the amount to be paid to holders of the said respective offices, positions and employments and shall receive as a salary, pay or compensation therefore an amount within the salary range as set forth for such office, position and employment.

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Township Manager	\$	\$153,292
Township Attorney		85,466
Assistant Township Attorney		51,285
Judge		48,828
Township Prosecutor		39,689
Director of Finance/Chief Financial Officer	111,409	129,146
Director of Community Services	111,409	129,146
Director of Health & Human Services	100,094	120,134
Director of Planning & Community Development	100,094	120,134
Township Clerk (hired before 1/1/04)	96,547	116,113
Director of Recreation & Cultural Affairs	89,825	107,561
Director of Admin/Code Enforcement/Environmental Affairs	89,825	107,561
Director of Utilities	89,825	107,561
Comptroller	80,076	100,058
Director of Human Resources	80,076	100,058
Director of Information Services	80,076	100,058
Project Manager	80,076	100,058
Township Clerk (hired after 1/1/04)	80,076	100,058
Principal Accountant/Payroll Manager	70,000	87,500
Executive Assistant to Township Manager	62,768	75,588
Deputy Township Clerk	57,861	69,548
Public Health Nurse	55,073	68,700
Administrative Services Coordinator	53,360	64,163
HRIS Coordinator	53,360	64,163
Supervisor of Payroll & Pensions	53,360	64,163
Administrative Assistant	44,499	53,420
Project Specialist	40,849	48,967
Secretary	34,586	41,406

Section 2. Effective January 1, 2008, each employee who shall have been an employee of the Township for a continuous period of five years, in addition to his/her regular salary, shall receive a service incremental pay from and after the anniversary date of his/her employment which shall be based upon the total number of years of his/her service as an employee of the Township as follows:

After five years but less than ten.....	2.0% of salary
After ten years but less than fifteen.....	3.5% of salary
After fifteen years but less than twenty.....	5.0% of salary

After twenty years but less than twenty-five.....6.5% of salary
 After twenty-five or more years.....8.0% of salary

NOTE: Each new employee hired after June 1, 1994 will receive a service incremental pay as follows:

After five years but less than ten.....0.5% of salary
 After ten years but less than fifteen.....1.0% of salary
 After fifteen years but less than twenty.....1.5% of salary
 After twenty years but less than twenty-five.....2.0% of salary
 After twenty-five or more years.....2.5% of salary

NOTE: Each new employee hired after September 1, 1998 will NOT be entitled to receive a service incremental pay.

NOTE: Those employees appointed by the Township Council may receive incremental pay at the discretion of the Township Council and subject to budget availability.

Section 3. For any given year, all increments will be determined by the Township Manager according to the anniversary date of employment or promotion.

Those employees beginning the year at the maximum, other than those appointed by the Township Council, may also be entitled to a performance evaluation increment based upon their specific level of achievement. This increment may exceed the maximum of the salary range and will be payable in lump sum when so authorized by the Township Manager and subject to budget availability. Those employees appointed by the Township Council may receive performance adjustments to be determined by the Township Council and subject to budget availability.

Section 4. Each employee covered by this ordinance shall be entitled to four(4) personal days per year. An employee who commences employment under this ordinance after May 1 shall be entitled to two (2) personal days for that calendar year.

Section 5. Each new employee hired after October 1, 1993 will have a terminal leave capped at \$5,000.00.

Section 6. Subject to law and contractual obligations, the Manager is authorized to establish and implement temporary and special compensation and stipends in any department.

Section 7. The provisions of this ordinance when adopted shall take effect as of January 1, 2008.

RECORD OF COUNCIL VOTE											
COUNCILORS	YES	NO	ABS	N.V.	AB	COUNCILORS	YES	NO	ABS	N.V.	AB
Freier						Mayor Remsen					
Lang						Schlager					
Mattox						Tobin					
Deputy Mayor Michaelson											
X - Indicate Vote ABS - Abstain N.V. - Not Voting AB - Absent											

I HEREBY CERTIFY the foregoing to be a true copy of an ordinance adopted by the Council of the Township of Montclair, in the County of Essex, at its meeting held on February 26, 2008.

Linda S. Wanat
 Clerk of the Township of Montclair, N.J.